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LETTER OF TRANSMITTAL

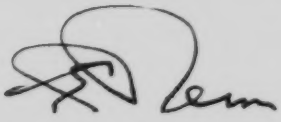
April 1, 1983.

Honourable Hugh A. Curtis,
Minister of Finance,
Parliament Buildings,
Victoria, B.C.

Dear Mr. Minister:

Herewith the Annual Report of the activities of the Compensation Stabilization Program for the first year of its operation — 1982.

Respectfully submitted,



EDWARD R. PECK,
Commissioner.

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Commissioner
EDWARD R. PECK

Registrar
EDWARD L. LIEN

Compensation Mediator
VINCENT L. READY

Commissioner's Report

The Compensation Stabilization Program is the independent agency charged with the responsibility of conducting the Government's wage control program; and the Commissioner's job is to administer the program against the backdrop of employer/employee relations in B.C. It is to be noted, at the very outset, that the Commissioner's role is a special one in terms of administrative law. My function is akin to that of an administrative tribunal which acts and renders decisions on its own initiative. It is an inquisitorial role rather than an adjudicative one. As manager of a wage control scheme, I am under no legal obligation to observe the procedures that an administrative tribunal might normally consider. Nevertheless, I choose to emphasize fairness and act with sensitivity to the rights and interests of the affected parties to the extent that I possess the discretion to do so.

During 1982, my office was initially involved with securing facilities for an administrative base, hiring staff and developing procedures. I have a staff of 12, featuring a Registrar and Compensation Mediator. Altogether, the Program covers some 700 public sector employers ranging in size from large municipalities to small hospitals, embracing more than 212,000 public sector employees. As of December 21, we had processed 280 compensation plans representing 55,465 or 26% of all public sector employees. It is noteworthy that 85% of those plans were within the guidelines for the group on first submission. Of those that were found to be in excess, some were referred to mediation and many were voluntarily reworked so as to comply. None, to date, has been obliged to submit to the mandatory Regulations.

Noteworthy also, is the steadily declining trend in wage increases since the Program's inception — from a high of 11.98% recorded in February to 4.9% calculated for December. And this result has been accomplished voluntarily with a minimum of industrial unrest.

One of our major activities this year was a study into the levels of compensation paid to senior managers in the public sector, in order to determine 'appropriate relationships' and a suitable guideline for that group. Two Vancouver consulting firms with expertise in compensation matters, namely Woods Gordon and Towers, Perrin, Forster and Crosby, were engaged to assist in the study. A survey was conducted of over 400 of the larger employers, and in excess of 700 positions were identified for inclusion in the frozen group. By the end of December, all the raw data

had been compiled, the senior managers group had been precisely identified and notified by letter and the process of analysis had begun. I will be submitting a report to Cabinet in the matter shortly.

In 1982, 12 rulings were published which further defined and elaborated upon the provisions of the Act and the Guidelines. The rulings dealt with such issues as duties and powers of an arbitrator under the Compensation Stabilization Act, the ability to pay question, the matter of wage reopeners, and productivity increases. Further elaboration is found in the "Policy Highlights" section of this report.

As well, the Registrar and I both undertook numerous speaking engagements to inform the public sector about the Program and the operation of the Guidelines and Regulations.

I conclude with the observation that the whole experience has been a challenging and sobering one. At this time, I would like to take the opportunity to thank the various government officials involved and my own staff for their assistance and support throughout the past year.

Program Highlights

- February 18, 1982, Program introduced by Premier W.R. Bennett.
- May 25, 1982, Draft Guidelines Bulletin #4 issued (range of limits: 8 to 14%).
- June 26, 1982, Compensation Stabilization Act passed third reading.
- July 27, 1982, Guidelines and Regulations announced (limits ranging downward from 10%).
- The Program is administered by a single independent agency under the direction of a Compensation Stabilization Commissioner.
- The Program applies to the whole of the public sector: crown corporations, municipalities, hospitals, colleges and universities, school districts and the provincial government service, including agencies such as boards and commissions.
- Compensation increases are calculated on the basis of groups of employees rather than individual employees, thus allowing flexibility in distributing compensation increases.
- All compensation plans are embraced by the Program, whether bilateral (a collective agreement) or unilateral, (an employer pay plan).
- 24 month restraint experience.
- The objectives of the Program are set out in paragraph 17 of the Compensation Stabilization Act Guidelines. They are:
  a) to restrain and stabilize levels of compensation in the public sector,
  b) to retain job security, and
  c) to preserve services
  within the employer's ability to pay.

- The Program is comprised of two parts; voluntary Guidelines and mandatory Regulations. Under the Guidelines, parties strike their own agreements; the Regulations are applied only as a final resort in the event that the parties are unsuccessful in reaching an agreement that conforms to the Guidelines, or, in the case of a unilateral plan, an employer has refused to comply.
- The Regulations are composed of a basic income factor which can be modified by an experience adjustment factor and a special circumstances factor, thus reflecting the discrete economic realities of the parties involved. The numbers assigned in the Regulations provide a prima facie model for the operation of the Guidelines.
- The establishment of the office of the Compensation Mediator is a unique feature of the B.C. Program. It reinforces the voluntary side of the Program and can provide fact finding services and recommend a non-binding settlement.
- Compensation for senior managers in the public sector is frozen as of the Premier's address on February 18, 1982. The freeze extends until the Commissioner has had an opportunity to study and review compensation levels of senior managers and the Executive Council has had an opportunity to establish limits on increases in compensation for the group.

Background

The Compensation Stabilization Program was introduced on February 18, 1982 in a major address of Premier W.R. Bennett. The Program was part of a larger package of fiscal measures intended to meet the needs of a declining economy, and was designed to restrain and stabilize levels of compensation in the public sector, while maintaining jobs and services. It is of limited duration, applying to each group in the public sector for a period of 24 months. The Guidelines and Regulations establish a range of percentage increases to compensation. Originally set at 8 to 14%, they were later revised to the current range of 0 to 10% (downwards from 10%).

In deciding what form the Program should take, the Government had as models the 1971-72 U.S. Wage and Price Controls Program and the 1975-78 Canadian Anti-Inflation Board experience. As well, briefs were received from both union and management and some of their suggestions were incorporated into the final Guidelines and Regulations. The B.C. Program incorporates certain of the features of the earlier programs, as well as new features making it responsive to the peculiar B.C. labour relations scene.

The B.C. Program was designed in terms of universality, fairness and self-administration. Universality was ensured because all public sector employees undergo a similar degree of restraint for a 24 month period. Fairness was ensured by the choice of a range of limits, rather than a simple arithmetic figure. The range of limits allows the Program to be responsive to the circumstances of individual groups within the parameters of such factors as past compensation experience, historic relationship, and special circumstances which include increases in labour productivity. Finally, the voluntary Guidelines do as little violence to the collective bargaining process as is possible under the current economic circumstances. Self administration was ensured by reliance on the parties to regulate themselves. Under the Guidelines, the parties are encouraged to strike an agreement with minimal involvement from the Commissioner's office.

Senior Manager's Freeze

(Guidelines Paragraph 24)

When the Premier announced the Program, he introduced a freeze of the compensation of all senior managers pending a review by the Commissioner and a decision on an appropriate guideline by Cabinet. Senior managers were then defined as the chief executive officer and those reporting directly to him.

During the course of the Commissioner's review, certain positions were added to the senior manager's group and others removed. With a few exceptions, the freeze encompasses those senior managers earning in excess of $55,000 per annum. In total over 700 positions are included. As of December 31, 1982, data on compensation for senior managers in the whole of the public sector had been compiled and each chief executive officer informed by letter of the scope of the freeze for his organization.

Policy Highlights — 1982

The following highlights represent some of the important developments in policy flowing from the Rulings of the Commissioner throughout 1982. The Rulings provide a body of jurisprudence on outstanding issues brought before the Commissioner and provide guidance as to the application of the *Compensation Stabilization Act* and the Compensation Stabilization Act Guidelines.

1) **Duty and Function of an Interest Arbitrator under the Compensation Stabilization Act** (Ref: Rulings 2/82, 7/82, 10/82, Compensation Stabilization Act Section 29)

This matter arises out of the application of Section 29 of the Compensation Stabilization Act, which makes interest arbitrators subject to the Guidelines and Regulations.

In responding to an argument that an arbitrator cannot be put in the position of attempting to enforce a wage control program, the Commissioner ruled that an arbitration board is a surrogate for the parties, and hence is bound by the same rules. As the parties must attempt to apply the Guidelines, so too must their arbitrator.

2) **Ability to Pay** (Ref: Rulings 7/82, 10/82, 12/82, Compensation Stabilization Act Guidelines paragraph 17)

The Commissioner ruled that ability to pay as found in Guidelines paragraph 17 is a global qualification that an arbitrator must consider when making an award. It dominates other arbitral standards such as prevailing rate, cost of living or the living wage standard.

3) **Productivity Improvements** (Ref: Ruling 11/82, Compensation Stabilization Act Guidelines paragraph 21.2)

The Commissioner ruled on the issue of an increased guideline based on "labour productivity".

He stated that inherent in a claim for labour productivity is the notion that a scheme has been implemented which results in increased productivity. It employs the principle of conscious design; the nexus between increased productivity and savings to the employer must be identified. It is sometimes a quid pro quo situation where certain rights or practises are relinquished by an employee group resulting in identifiable cost savings to an Employer. A mere de facto increase in work load, through for example, employee attrition, is insufficient on its face to justify an increased Guideline based on productivity.

4) **Reopeners** (Ref: Rulings 5/82, 6/82, 9/82, Compensation Stabilization Act Guidelines paragraphs 12, 13, and 14)

This issue concerns whether negotiations conducted pursuant to the reopening of a collective agreement would trigger an accelerated base date and entry into the Program pursuant to paragraph 14 of the

Compensation Stabilization Act Guidelines.

The Commissioner found that reopening of a collective agreement for purposes of the Program can take one of three forms:

(a) An ad-hoc reopening, that is one without a contractual basis. With the exception of those designed to reduce compensation, an ad-hoc reopener would trigger paragraph 14 of the Guidelines and accelerate a group's base date.

(b) A reopening pursuant to a reopener provision negotiated before February 18, 1982. Such a reopener is considered part of an existing contractual arrangement. Since an employee group is to enter the Program only after their existing agreement has expired, this type of reopener would normally not attract the provisions contained in paragraph 14.

(c) A reopener provision that is embodied in a contract secured after February 18, 1982. Such a reopener is suspect, unless is linked to a productivity increase and remains within the appropriate guideline for that group.

He further stated that in any event, any reopener provision designed to circumvent or mitigate the effect of the Act will necessarily accelerate a group's base date and entry into the Program.

5) **Factor Values** (Ref: Rulings 7/82, 12/82, Guide to Form CSP-2 paragraph 40)

This issue concerns whether the values found in the Regulations are appropriate for factors found in the Guidelines, and the Commissioner's discretionary power to determine those values.

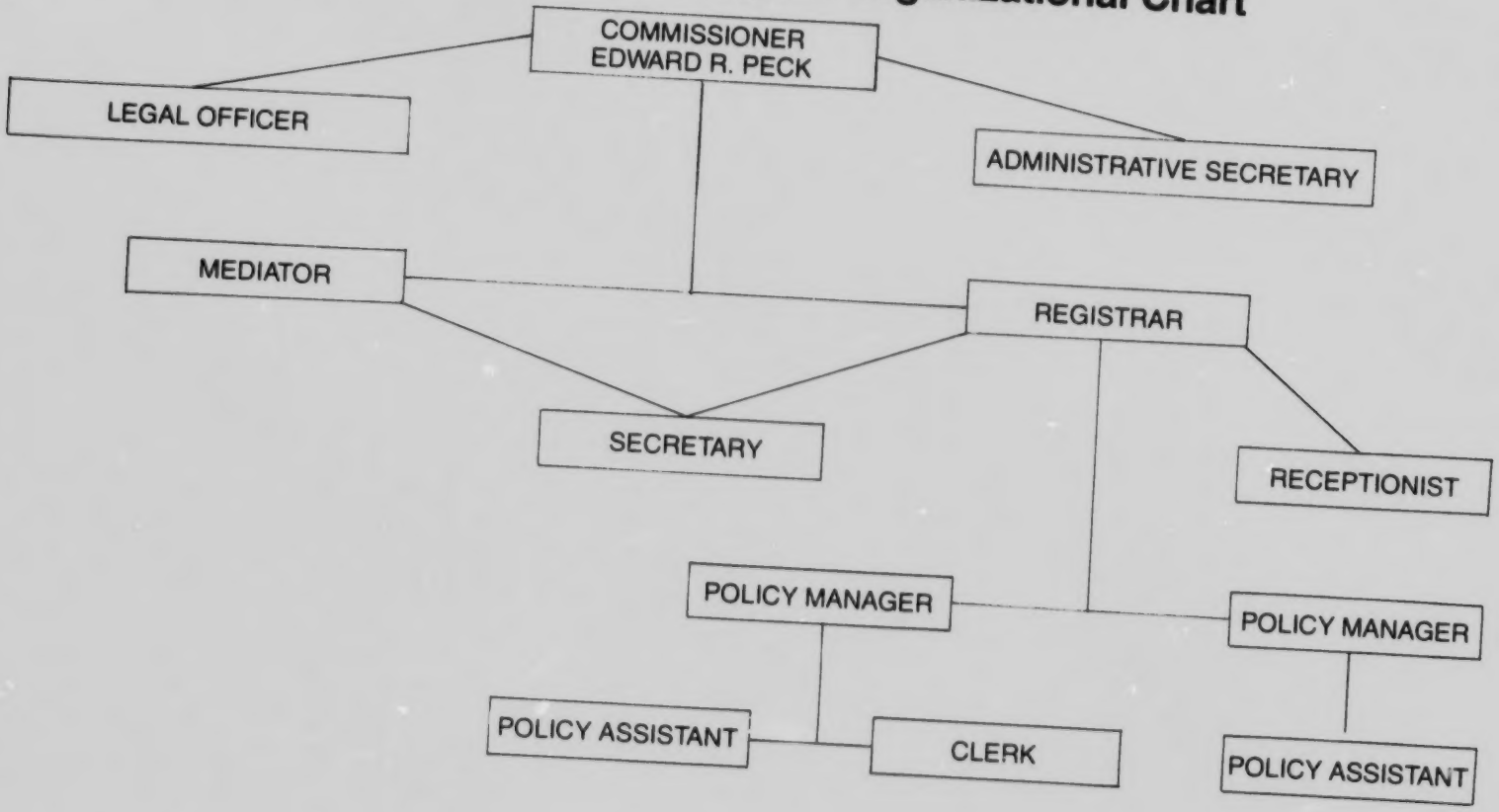
The Commissioner observed that the guideline values have been derived by adopting the numerical values in the Regulations as a presumptive framework (reflecting as they do a Legislative judgement), and the vehicle employed to convey that decision is the *Guide To Form CSP-2* issued pursuant to Section 4(1) of the Act. The Guide indicates that variations from the identified values are permissible provided that parties still maintain compliance with the Program objectives and furnish a satisfactory explanation. In this fashion, the notion of flexibility and the dynamic nature of the Program is preserved.

The linkage between the Guidelines and the Regulations is self-evident because the Regulations enjoy paramountcy over the Guidelines. However, while the numerical values of the Regulations have been imported in the general sense, the restrictive calculations contained in the Regulations have not, thus the distinctive character of the Guidelines has been maintained.

1982 List of Rulings

NO.	PARTIES	DATE ISSUED
1/82	G.V.R.D. and I.A.F.F. Local #18	August 27, 1982
2/82	B.C. Hydro and M.A.P.E.S.	September 14, 1982
3/82	Musicians Assoc. of Canada & P.N.E.	September 20, 1982
4/82	H.L.R.A. and H.E.U. Local #10	September 20, 1982
5/82	S.D. #24 (Kamloops) and C.U.P.E. #900	September 21, 1982
6/82	S.D. #38 (Richmond) and B.C.N.U.	September 30, 1982
7/82	U.B.C. and U.B.C. Faculty Association	October 14, 1982
9/82	New Westminster, Capital R.D., S.D. #41 & B.C.N.U.	November 22, 1982
10/82	Zion Park Manor and B.C.N.U.	November 25, 1982
11/82	Municipality of Saanich & I.A.F.F. Local #7	November 25, 1982
12/82	U.B.C. and U.B.C. Faculty Association	December 16, 1982

Compensation Stabilization Program Organizational Chart



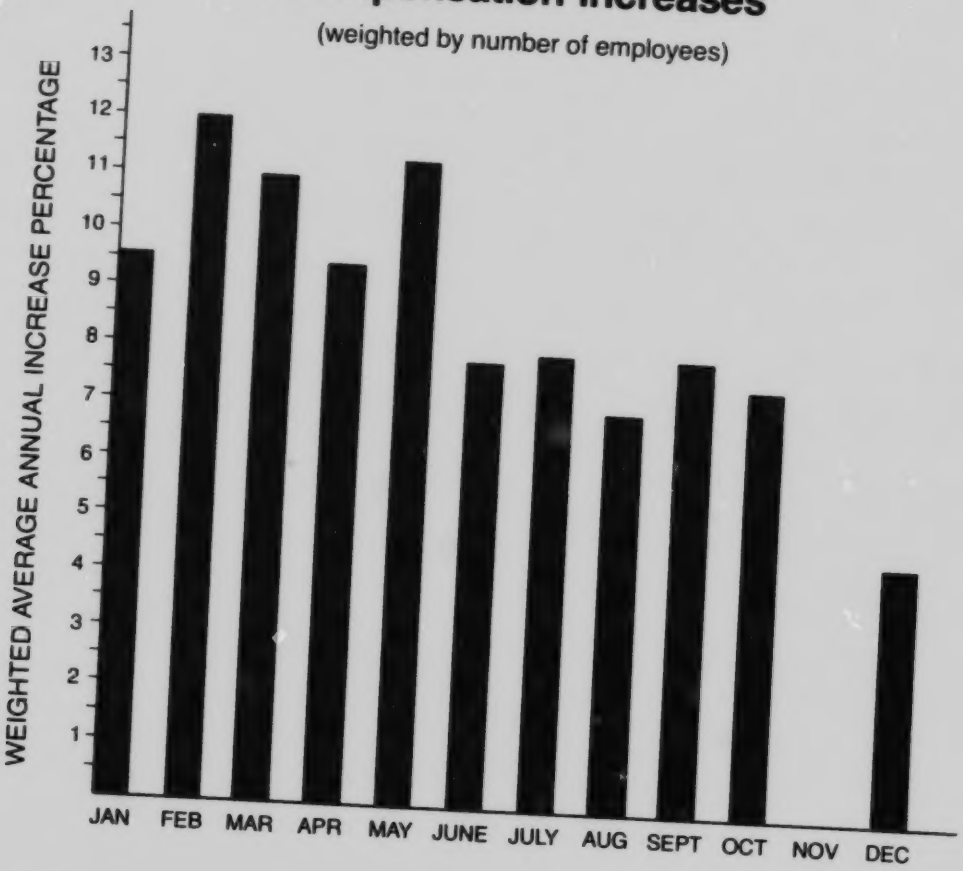
Compensation Data

The following chart indicates weighted average wage increases in B.C.'s public sector during 1982. Compensation plans during that period were concluded under both Bulletin #4 and the Guidelines issued after July 27, 1982. Bulletin #4 Draft Guidelines (8 - 14%) applied to compensation plans concluded between February 18, 1982 and July 27, 1982.

Following the averages for the whole public sector are lists of individual settlements (unweighted).

1982 B.C. Public Sector Compensation Increases

(weighted by number of employees)



Note: Certain months, i.e. February, March, May and October, reflect very small samples (See following charts)

1982 B.C. Public Sector Compensation Increases

(weighted by number of employees)

MONTH	TOTAL # OF EMPLOYEES	WEIGHTED AVERAGE ANNUAL INCREASE PERCENTAGE
January	2,648	9.58
February	22	11.98
March	66	10.88
April	5,739	9.47
May	27	11.25
June	283	7.54
July	1,499	7.64
August	42,159	6.79
September	1,148	7.67
October	8	7.12
November	-	-
December	1,866	4.9
TOTAL	55,465	

1982 Unweighted Settlements

MUNICIPALITIES

Employer	Employee Group	Year	Unweighted % Increase
City of Alberni	Management	1	4.97
City of Alberni	Supervisors	1	4.92
Black Mountain Irrigation	Employees	1	3.18
Blueberry Creek Irrigation	Plan #1	1	5.26
Blueberry Creek Irrigation	Plan #2	1	0
Village of Cache Creek	Civic Management	1	6.06
District of Campbell River	Administration	1	7.76
District of Campbell River	Administration	1	6.88
District of Campbell River	CUPE #623	1	8.02
District of Campbell River	CUPE #623	2	2.98
Capital Regional District	Executive Group	1	8.00
Capital Regional District	Staff Group A	1	9.93
Capital Regional District	Staff Group B	1	9.49
Central Fraser Valley RD	Management	1	10.55
Village of Chase	Staff	1	5.41
Cowichan Valley Regional Dist	Administrator	1	2.94
Cowichan Valley Regional Dist	Recreation Part Time Group	1	7.48
Cowichan Valley Regional Dist	Supervisory Group	1	6.26
Town of Creston	Management	1	9.90
Town of Creston	Staff	1	8.75
East Kootenay Regional Dist	Management	1	12.00
East Kootenay Regional Dist	Confidential Secretary	1	8.00
Town of Esquimalt	Casual Workers	1	10.30
City of Fernie	CUPE #2093	1	12.00
City of Fernie	IAFF #2827	1	10.00
City of Fernie	IAFF #2827	2	10.75
Village of Fort Nelson	CUPE #2167	1	10.00
Village of Fort Nelson	CUPE #2167	2	0
Village of Fort Nelson	Management	1	5.67
Fraser Fort George RD	CUPE	1	11.33
Fraser Fort George RD	CUPE	2	8.45
Fraser Fort George RD	Jr. Management	1	7.28
Fraser Fort George RD	Staff	1	11.88
Fraser Fort George RD	Staff	2	9.82
Glenmore Irrigation District	Operation/Administration	1	10.45
Village of Gold River	Municipal	1	9.60
Greater Victoria Labour Rel	Joint Council of Police	1	9.82
Greater Victoria Labour Rel	Joint Council of Police	2	2.93
Village of Invermere	Administrative	1	8.07
Village of Invermere	CUPE #2309	1	10.53
Township of Langley	Employees	1	10.78
District of Matsqui	Mid Management	1	10.76
District of Matsqui	Municipal Manager	1	4.97
Village of Nakusp	Management	1	9.68
Village of Nakusp	Office Staff	1	9.55
Village of Nakusp	Public Works	1	7.98
City of Nelson	Supervisors	1	10.08
City of Nelson	Management	1	7.45
Village of New Denver	IUOE #115	1	12.19
Village of New Denver	IUOE #115	2	9.58

MUNICIPALITIES

Employer	Employee Group	Year	Unweighted % Increase
District of New Hazelton	Staff	1	6.22
District of North Cowichan	Management	1	6.91
District of North Cowichan	Administrative Support	1	12.14
District of Oak Bay	Department Heads	1	9.75
District of Oak Bay	Management	1	11.74
Oyama Irrigation District	Staff	1	8.52
Peace River Liard Regional Dist	Administration	1	7.99
Peace River Liard RD	Economic Development	1	0
Peace River Liard RD	Environment	1	7.92
Peace River Liard RD	Management	1	7.36
Peace River Liard RD	Planning	1	7.94
Peace River Liard RD	Recreation	1	7.99
Peachland Irrigation District	Office Staff	1	5.78
Peachland Irrigation District	Maintenance	1	5.94
Port Alberni Parks & Rec	Management	1	4.97
Port Alberni Parks & Rec	Supervisors	1	4.89
District of Port Hardy	Hourly Employees	1	2.60
District of Port Hardy	Salaried Employees	1	2.25
Town of Port McNeil	Admin Assistants	1	9.96
Town of Port McNeil	Equipment Operators	1	9.92
Town of Port McNeil	Mid Management	1	9.94
Town of Port McNeil	Wharfinger/Poundkeeper	1	8.56
District of Powell River	Supervisory	1	6.10
District of Powell River	Supervisory	2	4.89
Prince George Public Library	Library Staff	1	9.97
Prince George Public Library	Senior Staff	1	9.87
City of Prince Rupert	Cdn Service Guild	1	7.95
City of Prince Rupert	Cdn Service Guild	2	8.00
City of Quesnel	CUPE #1050	1	11.85
City of Quesnel	Inside Staff	1	10.72
Rutland Water District	Teamsters #213	1	11.95
Rutland Water District	Teamsters #213	2	5.96
Municipality of Saanich	IAFF #967	1	11.78
Village of Salmo	Outside Workers	1	8.61
Village of Salmo	Staff	1	8.10
Seagirt Water District	Staff	1	9.08
Village of Silverton	Staff	1	10.93
South East Kelowna Irrigation	Management	1	5.95
South East Kelowna Irrigation	Staff	1	10.40
South Okanagan Irrigation	Field Crew	1	9.88
South Okanagan Irrigation	Office Staff	1	12.02
City of Vancouver	BCNU	1	10.28
City of Vernon	IAFF	1	10.02
City of Victoria	Snr. Police Association	1	9.91
City of Victoria	Snr. Police Association	2	2.93
Westbank Irrigation District	Staff	1	9.10
Woodlake Improvement District	Staff	1	8.52

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	Unweighted % Increase
Arrowsmith Lodge	Non Union Staff	1	11.13
Beckley Farm Lodge	Management	1	9.76
Beckley Farm Lodge	Service Staff	1	9.75
Boundary Senior Citizens	CUPE #2254	1	10.87
Broadway Pentecostal Lodge	Administration	1	9.92
Broadway Pentecostal Lodge	Service Staff	1	9.12
Bulkley Lodge	Management	1	6.44
Burquitlam Lions Centre	Staff	1	9.85
Cancer Control Agency of B.C.	Research Assistants	1	9.88
Central City Mission	Administrators/Nurses	1	8.13
Central City Mission	Care Service Staff	1	7.18
Central Park Manor	Management	1	7.64
Central Park Manor	Service Staff	1	6.83
Dallas House Society	Counsellors	1	8.29
Dallas House Society	Support Staff	1	10.81
Dawson Creek Hospital	Employees A	1	5.89
Dawson Creek Hospital	Employees A	2	1.97
Dawson Creek Hospital	Employees B	1	5.90
Dawson Creek Hospital	Employees B	2	1.95
Dogwood Lodges	Staff	1	5.87
Dr. Helmcken Hospital	Managers	1	9.78
Dr. Green Memorial Home	Management	1	3.14
Elkford Diagnostic Centre	Maintenance	1	6.00
Elkford Diagnostic Centre	Management	1	6.00
Elkford Diagnostic Centre	Nurses	1	5.68
Elkford Diagnostic Centre	Office/Clerical	1	2.99
Elkford Diagnostic Centre	Technicians	1	5.19
Fernie Hospital	Administrative Secretaries	1	2.96
Fernie Hospital	Business Manager	1	5.96
Fernie Hospital	Maintenance	1	7.98
Fernie Hospital	Managers	1	7.36
Fernie Hospital	Materials Managers	1	7.99
Fernie Hospital	Nursing	1	8.00
Finnish Home	Administration	1	6.21
Finnish Manor	Management	1	9.50
Foyer Maillard Care Centre	Staff	1	7.89
Fraser House Society	Staff	1	11.00
Fraser Valley Alcoholism	Staff	1	8.07
G.F. Strong Rehabilitation	Management	1	9.76
German Canadian Society	Employees Association	1	8.86
Golden Ears Retirement Home	Management	1	8.28
Gulf Islands Care Home	Management	1	7.01
Health Labour Relations Assoc.	BCNU	1	9.00
Health Labour Relations Assoc.	HSA	1	7.94

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	Unweighted % Increase
Kimberly Special Care Home	Management	1	3.27
Kimberly Special Care Home	Secretary	1	3.22
Kinsman Place Lodge	Management	1	9.59
Kinsman Place Lodge	Nurses	1	10.80
Kinsmen Retirement Centre	Day Care Staff	1	5.53
Kinsmen Retirement Centre	Long Term Care	1	9.97
Kiro Manor	Management	1	6.07
Kiwanis Village Care Home	Managers/Nurses	1	5.91
Kopernick Lodge	Management	1	9.90
Lower Mainland Physicaly Hndcpd	Care Service	1	10.58
Lower Mainland Physicaly Hndcpd	Management	1	9.80
Loma Residence	CUPE #2178	1	12.00
Loma Residence	CUPE #2178	2	9.80
MSA Lodge	Management	1	5.60
Menno Home	Management	2	9.34
Menno Home	Nurses/Aides	1	9.30
Menno Home	Nurses/Aides	2	1.79
Nanaimo Travellers Lodge	Management/Nurses	1	3.94
Nanaimo Travellers Lodge	Management/Nurses	2	3.01
New Vista Society	Management	1	9.57
North Shore Board of Health	BCNU	1	10.53
Omineca Lodge	Management	1	9.85
Omineca Lodge	Management	2	0
Omineca Lodge	Nurses	1	10.00
Omineca Lodge	Nurses	2	0
Penticton Retirement Service	Administrator	1	8.95
Penticton Retirement Service	Nursing	1	7.63
Pleasant View Home	Management	1	8.94
Prince Rupert Hospital	Management	1	6.40
Prince Rupert Hospital	Chief Executive Officer	1	7.89
Royal Arch Masonic Home	Management	1	9.68
Saint Michael's Centre	Staff	1	6.95
Salmon Arm Pioneer Society	Administration	1	5.30
Salmon Arm Pioneer Society	Other Staff	1	4.65
Salvation Army Buchanan Lodge	Service Care Staff	1	12.26
St. Judes Anglican Home	Management	1	11.94
St. Judes Anglican Home	Staff	1	7.06
Shaughnessy Manor	Management	1	7.12
South Okanagan Hospital	Department Heads	1	7.85
South Okanagan Hospital	Management	1	7.91
Summerland Hospital	Staff	1	8.14

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	Unweighted % Increase
Sunnybank Retirement Home	Administration	1	5.46
Sunset Lodge	Management	1	10.00
Sunset Lodge	Nurses	1	10.04
Sunset Lodge Salvation Army	Management	1	8.57
Tahsis Hospital	Management	1	10.40
Three Links Care	Non Professional	1	4.75
Tom Uphill Memorial Home	Management	1	.41
Trail Hospital	Supervisory	1	2.90
Trillium Lodge	Non Professional	1	8.02
Trillium Lodge	Non Professional	2	6.99
Trillium Lodge	Nurses	1	8.12
Trillium Lodge	Nurses	2	7.33
Trillium Lodge	Managers	1	8.37
Trillium Lodge	Managers	2	7.40
Valhaven Long Term Care	Care Service Staff	1	8.24
Valhaven Long Term Care	Management	1	6.06
Villa Cathay Care Home	Care Staff	1	6.96
Villa Cathay Care Home	Management	1	6.83
West Van Senior Citizens Home	Management	1	9.92
Youville Residence	Care Service Staff	1	9.64
Youville Residence	Management	1	9.83
Zion Park Manor	Management	1	7.44
Zion Park Manor	Service Staff	1	10.49

SCHOOL DISTRICTS

Employer	Employee Group	Year	Unweighted % Increase
S.D. #14 (South Okanagan)	Clerical Group	1	3.54
S.D. #15 (Penticton)	Crossing Guards	1	0
S.D. #17 (Princeton)	Confidential Secretary	1	2.98
S.D. #18 (Golden)	Teachers	1	.87
S.D. #18 (Golden)	Child Care Worker	1	11.08
S.D. #18 (Golden)	Principals	1	.49
S.D. #19 (Revelstoke)	IUOE #882B	1	4.21
S.D. #23 (Central Okanagan)	Summer School Teachers	1	10.61
S.D. #26 (North Thompson)	Mid Management	1	10.02
S.D. #27 (Cariboo)	IUOE #959	1	9.66
S.D. #28 (Quesnel)	Non Teaching Supervisors	1	10.56
S.D. #30 (South Cariboo)	Non Teaching	1	11.89
S.D. #30 (South Cariboo)	Teachers	1	0
S.D. #30 (South Cariboo)	Confidential Secretary	1	7.61
S.D. #30 (South Carbioo)	Management	1	9.29
S.D. #34 (Abbotsford)	GTDHU #31	1	10.74
S.D. #38 (Richmond)	Management	1	2.96
S.D. #38 (Richmond)	Teachers	1	2.96
S.D. #38 (Richmond)	Adult Education Inst.	1	8.19
S.D. #39 (Vancouver)	CUPE #407	1	7.73
S.D. #39 (Vancouver)	CUPE #407	2	8.62
S.D. #39 (Vancouver)	Clerical Group	1	8.17
S.D. #41 (Burnaby)	Summer School Instructors	1	12.00
S.D. #42 (Maple Ridge)	Cont. Education Inst.	1	11.37
S.D. #42 (Maple Ridge)	Crossing Guards	1	11.93
S.D. #42 (Maple Ridge)	Uncertified Substitutes	1	7.60
S.D. #43 (Coquitlam)	Continuing Education	1	8.03
S.D. #43 (Coquitlam)	Teachers	1	2.95
S.D. #50 (Queen Charlotte)	CUPE #2020	1	7.93
S.D. #50 (Queen Charlotte)	CUPE #2309	1	10.53
S.D. #60 (Peace River North)	UBCJA	1	1.93
S.D. #60 (Peace River North)	Non Teaching	1	1.92
S.D. #63 (Saanich)	Management	1	2.76
S.D. #63 (Saanich)	Teachers	1	2.88
S.D. #65 (Cowichan)	Management	1	4.93
S.D. #65 (Cowichan)	Management	2	2.94
S.D. #89 (Shuswap)	Administrative Staff	1	7.85
S.D. #92 (Nisgha)	Non Teaching Staff	1	9.98
S.D. #52, 54 & 88	IUOE #882/CUPE #2145	1	11.66
S.D. #52, 54 & 88	IUOE #882/CUPE #2145	2	9.82

POST SECONDARY EDUCATION

Employer	Employee Group	Year	Unweighted % Increase
Academic Council	Professional Staff	1	5.10
Academic Council	Support Staff	1	6.70
Camosun College	Continuing Ed. Instructors	1	11.11
Camosun College	Exempt #1	1	10.36
Camosun College	Exempt #2	1	11.77
Camosun College	Exempt #3	1	8.49
Camosun College	Faculty	1	11.80
Camosun College	Support Staff	1	7.94
Camosun College	Vocational Instructors	1	11.81
Cariboo College	Administrative	1	10.72
Douglas College	Administration	1	8.93
Douglas College	Faculty	1	10.98
Emily Carr College	Administration	1	6.23
Emily Carr College	Faculty	1	5.74
Emily Carr College	Support Staff	1	6.74
Justice Institute	Instructors	1	3.95
Justice Institute	Instructors	2	2.89
Justice Institute	Management	1	3.86
Justice Institute	Management	2	2.90
Justice Institute	Coordinators	1	3.46
Justice Institute	Coordinators	2	2.98
Justice Institute	Program Directors	1	3.92
Justice Institute	Program Directors	2	2.92
Justice Institute	Secretaries	1	3.69
Justice Institute	Secretaries	2	2.94
Kwantlen College	Faculty	1	10.94
Kwantlen College	Management	1	10.02
College of New Caledonia	Administration	1	5.32
Northwest Community College	Administration	1	2.81
Occupational Training Council	Staff	1	10.24
Okanagan College	Administration Association	1	6.02
Open Learning Institute	Administration	1	7.92
Open Learning Institute	Tutors	1	7.30
Pacific Marine Training	Executive Officers	1	11.97
Pacific Marine Training	Executive Officers	2	9.83
Pacific Marine Training	Instructors	1	9.66
Science Council of B.C.	Executive Director	1	0
Science Council of B.C.	Research Secretariat	1	9.93
University of B.C.	AUCE (Excluded)	1	7.01
University of B.C.	AUCE (Excluded)	2	5.16
University of B.C.	AUCE	1	7.93
University of B.C.	Student Assistants	1	6.05
University of B.C.	Student Assistants	2	5.34

POST SECONDARY EDUCATION

Employer	Employee Group	Year	Unweighted % Increase
University of B.C.	Executive Administration	1	7.58
University of B.C.	OTEU #115	1	8.00
University of B.C.	OTEU #115	2	5.23
University of B.C.	Teaching Assistants	1	6.36
University of B.C.	TRIUMPH	1	10.15
Vancouver Community College	Administrator	1	12.00
Vancouver Community College	Community Health Nurses	1	10.63
Vancouver Community College	Cont. Education Nursing	1	9.90
Vancouver Community College	Faculty	1	10.99
Vancouver Community College	Faculty	2	7.94
Vancouver Community College	KEC & VVI Instructors	1	12.00
Vancouver Community College	Management	1	8.93
Vancouver Community College	Support Staff	1	10.00

CROWN CORPORATIONS

Employer	Employee Group	Year	Unweighted % Increase
B.C. Buildings Corporation	BCGEU	1	6.45
B.C. Hydro & Power	Managers/Professionals	1	9.82
B.C. Hydro & Power	Managers/Professionals	2	4.79
B.C. Petroleum Corporation	Accounting	1	5.82
B.C. Petroleum Corporation	Natural Gas Dept.	1	5.84
B.C. Place	Salaried Employees	1	9.53
B.C. Rail	Non Scheduled	1	7.76
B.C. Rail	Supervisory	1	7.85
I.C.B.C.	Management	1	5.82
Municipal Finance Authority	Clerical Staff	1	7.94
Pacific National Exhibition	IATSE #115	1	12.04
Pacific National Exhibition	IBEW #213	1	12.79
Pacific National Exhibition	IBEW #213	2	8.32

BOARDS AND COMMISSIONS

Employer	Employee Group	Year	Unweighted % Increase
Credit Union Reserve Board	Senior Staff	1	7.99
Credit Union Reserve Board	Staff	1	7.95
Workers Compensation Board	Legal Officers	1	5.14
Workers Compensation Board	WCBEU	1	7.98
Workers Compensation Board	WCBEU	2	7.97
Workers Compensation Board	Management	1	6.73
Workers Compensation Board	Support Staff	1	7.97
Workers Compensation Board	Support Staff	2	7.99

PROVINCIAL GOVERNMENT

Employer	Employee Group	Year	Unweighted % Increase
Province of B.C.	BCGEU	1	6.80
Province of B.C.	Salaried Physicians	1	10.30
Province of B.C.	Salaried Physicians	2	14.31
Province of B.C.	Administrative Support	1	6.33

List of Public Sector Employers covered by the Compensation Stabilization Act

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a) the government,

b) a corporation or an unincorporated board, commission, council, bureau, authority or similar body that has,
   i) on its board of management or board of directors, a majority of members who are appointed by an Act, a minister or the Lieutenant Governor in Council, or
   ii) employees appointed under the **Public Service Act**,

c) a municipality,
   i) a municipality,
   ii) a regional district, and
   iii) an improvement district as defined in the **Municipal Act**,

d) a board of school trustees as defined in the **School Act**,

e) a university as defined in the **University Act**,

f) an institution as defined in the **College and Institute Act**,

g) a community care facility as defined in the **Community Care Facility Act** which receives funds from another public sector employer, and

h) a hospital as defined in the **Hospital Act** or the **Hospital Insurance Act** which receives funds from another public sector employer, and

i) an employer designated in the Schedule:

Schedule

Board of Parks and Recreation under section 485 of the **Vancouver Charter**, S.B.C. 1953, c. 55
British Columbia Assessment Authority
British Columbia Buildings Corporation
British Columbia Development Corporation
British Columbia Ferry Corporation
British Columbia Harbours Board
British Columbia Housing Management Commission
British Columbia Hydro and Power Authority
British Columbia Institute of Technology
British Columbia Petroleum Corporation
British Columbia Railway Company
British Columbia Steamship Company (1975) Ltd.
British Columbia Systems Corporation
British Columbia Utilities Commissioner
Capital Regional Hospital District
City of Vancouver
Compensation Stabilization Commissioner
Greater Campbell River Water District
Greater Nanaimo Water District
Greater Vancouver Regional Hospital District
Greater Vancouver Sewerage and Drainage District
Greater Vancouver Water District
Greater Victoria Water District
Insurance Corporation of British Columbia
Labour Relations Board
Metro Transit Operating Company
North Shore Union Board of Health
Pacific Coach Lines Limited
Pacific National Exhibition
Provincial Capital Commission
The Glendale Lodge Society
Urban Transit Authority of British Columbia
Workers' Compensation Board